



LEGISLATIVE BRIEFING

Iowa Department of Education

Teacher Shortages in Iowa

➔ What is the issue?

Iowa is facing a shortage of teachers in crucial areas. The Iowa Department of Education (Department) has annually identified specific teaching jobs — such as special education or science positions — that are difficult for Iowa's school districts to fill.

At a time when graduation requirements have been increased in mathematics and science, the current pool of educators and the number of students preparing to become teachers shows a stark picture of Iowa's need:

7-12 Math Teachers in Iowa
↓ **214** ready to retire
↓ **120** projected to graduate

Physics Teachers in Iowa
↓ **101** ready to retire
↓ **16** projected to graduate

Overall, 7.8 percent of Iowa's teachers are eligible to retire and the average age of an Iowa teacher is 42.

In addition to subject areas, other factors — such as a school district's geographical location in the state — impact a district's ability to attract employees. Rural districts as well as districts located to the state's border often struggle to attract qualified candidates.

Other factors that impact Iowa's teacher shortage in certain areas include salaries. Iowa ranks 38th in the nation for average teacher salary. A comparison of occupational salaries shows:

Electrical Engineer: \$76,320
Computer Programmer: \$58,960
Registered Nurse: \$49,140
Teacher: \$42,922

➔ Where does this issue stand in Iowa?

The Iowa Department of Education continues to monitor shortage areas and provide job postings on its website. *Teach Iowa* is the Department's statewide teacher recruitment website.

Teachers in shortage areas may be eligible for college student forgivable loans through both state and federal programs. (Continued)

Iowa's Top Teacher Shortage Areas

- Special Education
- Grade 5-12 Science (all)
- Grade 5-12 Mathematics
- Grade K-12 English as a Second Language
- Grade 5-12 Foreign Language (all)
- Grade K-8 & 5-12 Music
- Grade 5-12 Industrial Technology



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Iowa also has current programs to retain quality teachers, including mentoring to help new teachers and administrators improve their skills and providing ongoing professional development that is focused on improving student achievement.

The Department has sought stakeholder input from across the state and across many different sectors to help continue to develop solutions to the teacher shortage issue.

Last year, market factor pay was eliminated in Iowa. The challenge ahead is to identify effective strategies to incent movement to shortage areas from both the existing teaching force and increase the number of individuals interested in becoming a teacher.

➔ **How does this issue affect Iowa students?**

Finding and retaining a quality teacher is critical because research clearly shows that teachers are the single most important factor in improving student achievement. In addition, some of these critical areas — such as math and science — have been recognized by business leaders here in Iowa and nationally as essential to addressing 21st century workforce needs.

➔ **Where can I get more information?**

Please visit www.iowa.gov/education or the Iowa College Student Aid Commission website at <http://www.iowacollegeaid.gov/commissioncentral/loanforgiveness/teacher.html>. Additional information also follows this brief.

Number of Candidates Eligible for Iowa Licensure

End. #	Grade	Endorsement Name	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008 (projected)	2008-2009 (projected)	2007-2008 Teachers Eligible to Retire	2007-2008 Shortage/Surplus	2007-2008 % Shortage/Surplus
101	K-12	Athletic Coach	246	227	263	244	216	173	674	-458	-68.0%
102	K-6	Teacher Elem. Classroom	1901	1710	1787	1487	1644	1330	1321	323	24.5%
100	PK-3	Tchr. Birth-3 Incl. Spec Ed	218	214	265	238	246	201	1	245	24500.0%
103	PK-K	Teacher, PK-K Classroom	127	124	105	94	97	96	58	39	67.2%
106	PK-3	PK-3 Classroom Teacher	155	161	235	56	43	43	1	42	4200.0%
104	K-12	ESL Teacher	66	70	84	88	82	49	13	69	530.8%
107	K-12	Talented & Gifted	19	26	30	34	41	35	31	10	32.3%
112	7-12	Agriculture	18	50	13	12	6	20	19	-13	-68.4%
115	7-12	Business -- General	58	47	44	33	30	32	91	-61	-67.0%
120	7-12	English/Language Arts	244	207	201	190	189	193	344	-155	-45.1%
139	7-12	Family/ Consumer Science	18	23	13	19	21	19	78	-57	-73.1%
140	7-12	Industrial Tech.	22	20	27	16	26	16	94	-68	-72.3%
142	K-6	Mathematics	135	125	157	116	146	93	18	128	711.1%
143	7-12	Mathematics	111	101	119	135	120	109	214	-94	-43.9%
144	K-6	Music	106	130	141	125	173	135	159	14	8.8%
145	7-12	Music	100	138	147	122	165	137	159	6	3.8%
147	7-12	Physical Education	146	137	154	139	135	133	396	-261	-65.9%
148	K-6	Reading	949	915	881	1072	967	684	319	648	203.1%
149	7-12	Reading	38	33	28	117	84	116	95	-11	-11.6%
150	K-6	Science -- Basic	67	47	35	39	64	42	13	51	392.3%
151	7-12	Biological	69	74	67	72	85	92	185	-100	-54.1%
152	7-12	Chemistry	44	42	44	39	38	44	116	-78	-67.2%
154	7-12	General Science	56	59	53	59	41	49	155	-114	-73.5%
155	7-12	Physical Science	44	42	35	23	27	28	85	-58	-68.2%
156	7-12	Physics	21	20	18	21	16	19	101	-85	-84.2%
157	7-12	American Government	79	72	91	48	38	40	189	-151	-79.9%
158	7-12	American History	207	208	206	173	116	147	294	-178	-60.5%
160	7-12	Economics	10	13	5	7	7	10	147	-140	-95.2%
161	7-12	Geography	12	25	10	8	3	2	119	-116	-97.5%
163	7-12	Psychology	80	53	40	47	30	27	53	-23	-43.4%
165	7-12	Sociology	53	47	24	22	18	17	173	-155	-89.6%
166	7-12	World History	177	157	148	139	103	128	278	-175	-62.9%
186	7-12	All Social Studies	8	17	17	23	69	46	5	64	1280.0%
168	7-12	Speech Comm/Theatre	23	15	24	10	15	8	92	-77	-83.7%
172	K-6	Counselor	69	29	29	35	37	37	15	22	146.7%
173	7-12	Counselor	64	55	55	33	43	40	48	-5	-10.4%
174	K-12	School Media Specialist	6	6	6	12	2	8	9	-7	-77.8%
169	PK-6	Principal	74	57	1		Phased out		57	-57	-100.0%
170	7-12	Principal	92	58	0		Phased out		69	-69	-100.0%
189	P-12	Principal/Sup. Special Education	New	65	114	118	126	83	5	121	2420.0%
171	P-12	Superintendent	31	41	43	28	38	37	9	29	322.2%

Iowa Teacher Shortage Areas

Iowa teacher shortage areas are designated annually by the Iowa Department of Education. Data used to calculate the shortages include the numbers of Class C and Class B licenses (conditionals) issued, the number and frequency of job postings on *Teach Iowa* (Department of Education statewide teacher recruitment web site), and the number of projected graduates in each teaching discipline.

Teachers in shortage areas may be eligible for college student forgivable loans through both state and federal programs. Information regarding application for forgivable loans is available at the Iowa College Student Aid Commission web site at

<http://www.iowacollegeaid.org/loans/index.html>.

2008-2009 & 2008-2010 Iowa Teacher Shortage Areas

Special Education:	General Education:
Instructional Strategist I (Formerly K-6 & 7-12 Multi-categorical Resource and K-6 & 7-12 Special Class with Integration)	5-12 Science (all)
Instructional Strategist II LD-BD (Formerly K-6 & 7-12 Learning Disabilities and K-6 & 7-12 Behavior Disorders)	5-12 Mathematics
Instructional Strategist II MD (Formerly K-6 & 7-12 Mental Disabilities and K-12 Moderate/Severe/Profoundly Handicapped)	K-12 English as a Second Language
Pk-K Early Childhood Special Education	5-12 Foreign Language (all)
Instructional Strategist II PD (Formerly K-6 Physically Handicapped)	K-8 & 5-12 Music
Birth to 21 Itinerant Hearing Impaired	5-12 Industrial Technology
Birth to 21 Itinerant Visually Impaired	5-12 Agriculture
	5-12 Family & Consumer Science
	K-8 & 5-12 School Media Specialist
	K-12 Talented & Gifted
	K-8 & 5-12 Counselor

2006-2007 and 2007-08 Iowa Teacher Shortage Areas

Special Education:	General Education:
Instructional Strategist I (Formerly K-6 & 7-12 Multi-categorical Resource and K-6 & 7-12 Special Class with Integration)	5-12 Science (all)
Instructional Strategist II LD-BD (Formerly K-6 & 7-12 Learning Disabilities and K-6 & 7-12 Behavior Disorders)	5-12 Mathematics
Instructional Strategist II MD (Formerly K-6 & 7-12 Mental Disabilities and K-12 Moderate/Severe/Profoundly Handicapped)	K-12 English as a Second Language
Pk-K Early Childhood Special Education	5-12 Foreign Language (all)
Instructional Strategist II PD (Formerly K-6 Physically Handicapped)	K-8 & 5-12 Music

Birth to 21 Itinerant Hearing Impaired	5-12 Industrial Technology
Birth to 21 Itinerant Visually Impaired	5-12 Agriculture
	5-12 Family & Consumer Science
	K-8 & 5-12 School Media Specialist
	K-12 Talented & Gifted
	K-8 & 5-12 Counselor
	PK-6 & 7-12 Principal

**2004-2005 and 2005-2006
Iowa Teacher Shortage Areas**

Special Education:	General Education:
K-6 & 7-12 Multi-categorical Resource (Instructional Strategist I)	7-12 Science (all)
K-6 & 7-12 Behavior Disorders (Instructional Strategist II LD-BD)	7-12 Mathematics
K-6 & 7-12 Multi-categorical Special Class with Integration (Instructional Strategist I)	K-12 English as a Second Language
Pk-K Early Childhood Special Education	7-12 Foreign Language
K-6 & 7-12 Mental Disabilities (Instructional Strategist II MD)	K-6 & 7-12 Music